

CORPORATE SOCIAL RESPONSIBILITY



Yuksel Seeds Sustainability Activities

Yuksel Seeds, a global company; It aims to create a sustainable business model for people, plants and animals around the world. 3 main pillars that keep sustainability alive; people, nature and the profitability of the business. These three columns should always rise together in balance. Otherwise, if one rises too little or the other too much, an imbalance will occur and the business will not be able to continue its existence.

From past to present, Yuksel Seeds has acted with an awareness that is not only focused on profit but also considers people and nature when making investment decisions. Our main philosophy is not to spoil nature, to protect nature and to be at peace with nature.

With the acceleration of steps taken in the field of sustainability in recent years, our practices in our companies have accelerated and our investment expenditures in this field have increased.

As the Yuksel Seeds family, we would like to share what we do in this context with our valued stakeholders. Because we give priority to sustainable businesses when choosing suppliers. Therefore, we believe that our customers will take our sustainability into consideration when choosing us.

Mehmet YÜKSEL
Chairman of the Board



GOAL 1: End Poverty in the World



Poverty is one of the biggest obstacles to an educated, healthy and productive workforce, which is necessary for the growth and development of businesses.



As Yuksel Seeds;

- We implement a management culture that respects human rights and support it with policies.
- In our business, we follow a fair remuneration policy based on work and performance.
- By supporting local suppliers in the countries we work in, we help increase the welfare of the local people and make supplier payments on time and fairly.



GOAL 2: End World Hunger

The cause of almost half of the deaths of children under five in the world (3.1 million children per year) is malnutrition.

As Yuksel Seeds;

- One of the most important ways to increase yield is to plant high-yield varieties with strong disease resistance. For this reason, we invest in R&D studies in the countries we work in.
- We have been carrying out breeding studies for many years with our breeders who are experts in their fields, breeding seeds with the highest yield and disease resistance and offering them to our farmers.
- In addition, to prevent food waste, we develop varieties that do not deform during transportation and have a long shelf life.
- We are aware that wasting food means that the water, labor, electricity and soil used in the production chain are wasted.
- We prioritize global needs when determining our seed production strategies. We produce drought-resistant varieties for production in countries with water scarcity.



GOAL 3: Healthy Individuals

A healthy population is more participatory, more productive and contributes to economic growth.

As Yuksel Seeds;

- While carrying out R&D and breeding studies, we give priority to the development of varieties with nutritional value rich in vitamins and minerals, as well as features such as structure, flavor and taste. In this way, we contribute to the raising of healthier generations.
- By producing organic seeds, we both produce healthier foods and prevent soil pollution.
- We provide a safe working environment for our employees.
- We identify risks that may arise as a result of activities carried out in the workplace and threaten health, with experts in the field, and take action.
- We regularly provide training to our employees in the field of occupational health and safety and try to raise awareness.
- We care about the health of our employees by providing job-specific personal protective equipment.
- By developing seeds with strong disease resistance, we reduce the need to use pesticides in the final product.



GOAL 4: Qualified Education

Businesses that do not attach importance to in-service training also risk their own future and provide an advantage to their competitors.



As Yuksel Seeds;

- We support our employees to increase their productivity in their work and non-work lives by constantly training them.
- We ensure that our employees are regularly updated by creating annual training plans.
- We encourage the development of our employees by including them in state-cooperative vocational training programs.
- We send people who will work in technical

jobs to special vocational qualification courses.

- We support our employees who want to pursue undergraduate, graduate or doctoral degrees.
- We provide educational scholarships to the children of our employees who meet the necessary conditions.
- We provide hardware, maintenance and repair support to local educational institutions according to need.



GOAL 5: Gender Equality

Women's rights are human rights and all businesses are obliged to respect gender equality.

As Yuksel Seeds;

- We support the presence of women in business life and in executive positions within the company.
- Approximately 80% of our employees are female, and the rate of female employees in managerial positions is approximately over 50%. Our company is above the world average with this rate.

• We do not discriminate between men and women regarding salaries and social rights. We implement a work- and performance-based remuneration policy.

• We employ local managers in our regional offices in different countries and offer equal working opportunities to the local people.

6 CLEAN WATER AND SANITATION



GOAL 6: Clean water and sanitary conditions

One of the most important issues in the management of water resources; protection and sustainable use of water resources.

As Yuksel Seeds;

- We prefer the drip method in all our businesses to use water most efficiently in seed production and research areas.
- Korkuteli Research and Production Station, Turkey, we collect the rainwater falling on our greenhouses in our rainwater collection pool with a capacity of 85000 m3. In this way, we make rainwater usable and protect our underground water resources.

Our Rainwater Collection Storage



- We raise awareness by providing training to our employees about water saving.
- We conduct agricultural irrigation water and soil analyzes before production and create our fertilization and irrigation programs according to the needs of the soil and plants.
- In the disinfection of our irrigation water, we apply the disinfection method with Ozone, which is the most environmentally friendly method, and we reduce our risk of residue to the environment or nature to zero.
- During our breeding studies, we prioritize the selection of drought-resistant varieties and we decide our breeding programs in this direction.
- The water released during seed extraction and washing is purified in the water treatment area and used as irrigation water.

Kulu, Konya/TÜRKİYE
5 MW Solar Enerhy Santral



GOAL 7: Accessible and Clean Energy

Greenhouse gas emissions from energy production account for approximately 60% of total greenhouse gas emissions.

As Yuksel Seeds;

- Although our main job is to produce seeds, we feel responsible towards nature because of the source of the energy we use.
- We invest in renewable energy resources through our group companies. We produce 5 MW of electrical energy with our Konya Kulu Solar Energy power plant.
- Suluova Biyogaz Enerji ve Gübre A.Ş., one of our subsidiaries of another group company. With our facility, we both evaluate the organic waste of the local people and support the production of clean energy.
- By installing solar energy panels on the roofs of all our research stations in Türkiye, we meet most of our electricity from green energy.
- We prioritize energy efficiency and manage our purchasing activities and processes in this direction. We purchase devices with high energy efficiency and especially those with the "energy star" logo.
- We organize energy saving and awareness raising trainings for our employees.



AIM 8: Decent work and economic growth ➤



Behind the trust and respect we have established with all our stakeholders is our fair, moral and ethical business policy that we have maintained since the day we were founded.

As Yuksel Seeds;

- We plan and continue our activities within the framework of respect for employee rights.
- We provide free lunch service to our employees as a social right.
- We always protect and look after our employees and their families. We give priority to our employees' children during recruitment. We are proud of the existence of our second generation employees.
- We respect our employees' rights to freedom of voluntary association within the framework of the law.
- We do not support forced labor or child labor.
- We support informing our suppliers about ethical rules and working with suppliers who have the same awareness.
- We protect the privacy and security of the personal data of our customers, employees, consumers and others.
- We promote fair competition, we do not support corruption.
- We conduct our business with honesty and integrity, in accordance with applicable laws.



GOAL 9: ➤ R & D, Industry, Innovation & Infrastructure

Our company continues its R&D activities and follows current trends to strengthen its existing infrastructure.



As Yuksel Seeds;

- We are a R&D center authorized by the Ministry of Industry and Technology.
- We successfully carry out more than 50 official R&D projects at our center every year.
- We support our seed production and breeding studies with our "Tissue Culture Laboratory, Seed Testing Laboratory, Molecular Biology and Phytopathology Laboratories".
- We are increasing our soilless agricultural capacity a little more every day. With soilless agriculture, we save a high amount of water and prevent soil pollution.
- We use long-lasting materials and up-to-date technologies in our greenhouses.
- We fulfill infrastructure requirements in accordance with industry-specific international certification standards such as GSPP. We provide hygienic conditions in our greenhouses, increase efficiency and reduce the need to use pesticides.



GOAL 10: Reducing Inequalities

As Yuksel Seeds;

- A zero tolerance policy against discrimination is implemented in our business.
- There is no discrimination based on religion, age, ethnicity or gender.
- Employees in our company are asked to

work in our company until they retire. Experience is seen as a value and is not wanted to be lost.

- The rights of older employees are protected and observed in our business. Approximately 25% of our employees are 50 years or older. The average age of our total employees in the business is approximately 40 years old.

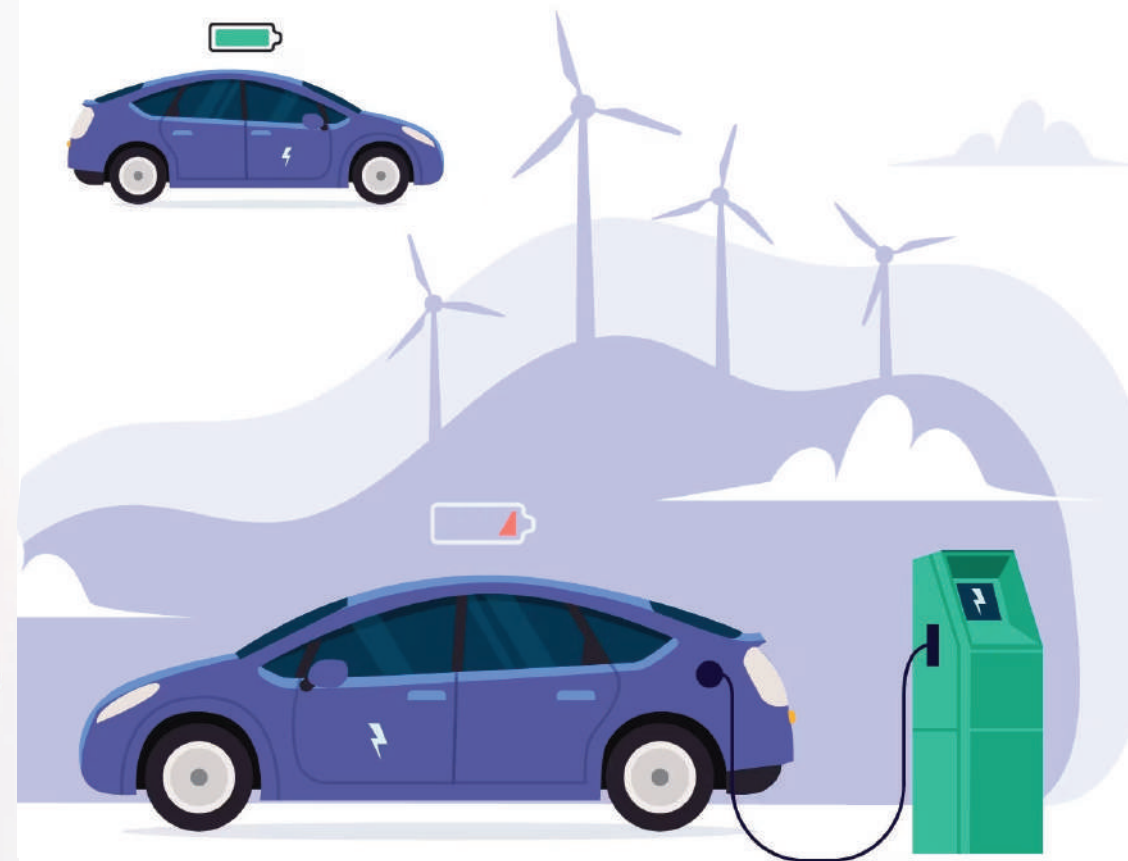


GOAL 11: Sustainable Cities and Living Spaces

As Yuksel Seeds;

- We prefer shuttle vehicles to transfer our employees to work in order to avoid increasing traffic load and reducing transportation-related carbon emissions. In this way, we provide our employees with safe, free and accessible transportation.

- When purchasing vehicles to operate in the field, we prefer vehicles powered by electric or hybrid technology. Currently, some of our vehicles in the field are like this, and we will reach the 100% target over time.



GOAL 12: Responsible Consumption & Production

Businesses need to switch to a circular economy model as soon as possible.

As Yuksel Seeds;

- We adopt the "Circular Economy Model" to reduce the environmental impacts of our business activities.
- We implement a sustainable purchasing policy. In this context, when making purchasing decisions, we prefer durable materials instead of disposable materials.
- We implement a zero waste policy. We separate recyclable waste and deliver it to authorized recycling facilities.

- We send our hazardous waste to officially authorized hazardous waste disposal facilities.
- We turn the plant parts from our greenhouses and the fruits, fruit pulp and fruit peel from which we obtain seeds into fertilizer in our organic worm compost production facility. We use the high-nutrient organic fertilizers we produce as a recycling method in our seed production activities.



GOAL 13: Climate Action

The World Economic Forum has described climate change as "a serious existential risk for our world."

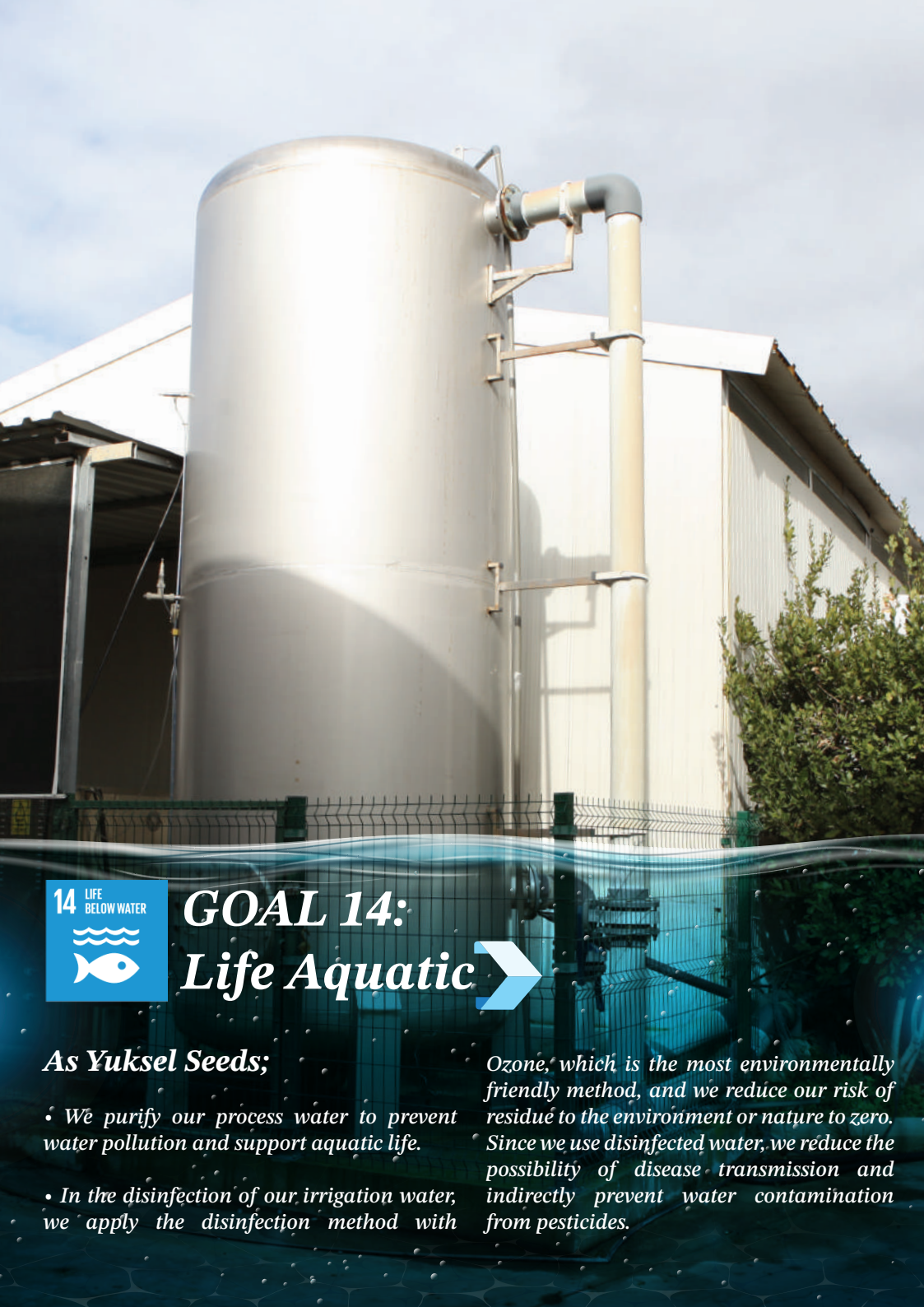
As Yuksel Seeds;

- We take responsible steps to reduce our carbon footprint. We analyze our process steps and energy sources and calculate our carbon footprint.
- We invest in renewable energy sources to reduce our carbon footprint resulting from our activities.
- Suluova Biyogaz, Enerji ve Gübre A.Ş., one of our group company subsidiaries. With our facility, we reduce greenhouse gas emissions by a total of 500,000 (CO2 equivalent tons) every year.



- We produce renewable green energy with the solar power plants we have installed on the roofs of our research stations and other businesses.
- We also take the environment into consideration in supplier selection criteria, and we work with suppliers who are responsible for protecting the environment.
- We prioritize working with local suppliers to reduce transportation-related carbon emissions.





GOAL 14: Life Aquatic

As Yuksel Seeds;

- We purify our process water to prevent water pollution and support aquatic life.
- In the disinfection of our irrigation water, we apply the disinfection method with

Ozone, which is the most environmentally friendly method, and we reduce our risk of residue to the environment or nature to zero. Since we use disinfected water, we reduce the possibility of disease transmission and indirectly prevent water contamination from pesticides.



GOAL 15: Terrestrial Life

As Yuksel Seeds;

We prefer FSC certified materials when purchasing wood-based materials to protect forests.



GOAL 16: Peace, Justice and Strong Institutions

As Yuksel Seeds;

Any attitude or behavior that can be considered bribery or corruption is unacceptable as per company policy.

- We pay our taxes fairly with the awareness of responsible business. We do not allow corruption and constantly control it through internal audit mechanisms. Because we know that poverty causes corruption and corruption causes poverty.

17 PARTNERSHIPS
FOR THE GOALS



GOAL 17: Partnerships for the Goals

As Yuksel Seeds;

Our primary goal is to meet our customers' expectations and beyond them with the seeds we produce. For this reason, we apply total quality management system requirements in all our businesses. We successfully maintain certification programs such as ISO 9001, GSPP, Organic Agriculture, ITU.

